

Margins to Mic

Gino C. Ortiz, Grace City Church, Caloocan, Philippines

Raising Leaders

Series 4

Along with his wife, Gino was the leader of a church in the Philippines called Grace City Church. They handed over the leadership to another couple within the church in order to reach and establish a church plant amongst the Aeta tribe. In this talk, Gino focusses on the importance of raising leaders. He shares key factors that have helped the ministry in the Philippines to grow at the rate of a new church plant every year.

2 Timothy 2:1-2 says:

You then my child be strengthened by the grace that is in Christ Jesus, and what you have heard from me in the presence of many witnesses entrust to faithful men who will be able to teach others also.

Two things we can learn from this passage:

1) If we're going to train leaders, we must do it through deep relationship. The model we see from Paul is that he trains Timothy with fellow men like Titus, Luke and John Mark. He trains them by becoming a father to them. He calls them his sons in the Lord. If we want to train strong, compassionate leaders, we must first be fathers to them as we guide them by setting an example to them. Children naturally have an inclination to imitate their parents based on what they observe. Paul urges his beloved children in the Lord that they are to imitate him as he himself imitates Christ.

1 Corinthians 4: 14-16 says:

I do not write these things to make you ashamed, but to admonish you as my beloved children. For though you have countless guides in Christ, you do not have many fathers. For I became your father in Christ Jesus through the gospel. I urge you then, be imitators of me.

Training for Leadership is not going to be done by pointing which direction others should go in. It's going to be done by us setting an example and being a model for others to imitate.

Being relational, just like a family is something that we also observe in 1 Thessalonians 2:7-8 in which Paul says:

But we were gentle among you, like a nursing mother taking care of her own children. So, being affectionately desirous of you, we were ready to share with you not only the Gospel of God but also our own selves, because you had become very dear to us.

Paul uses a parenting or a family term as he trains leaders. We learn that it is going to be a responsibility where we do not just clock in from 8 am until 5:00 p.m. as we do in our regular jobs. We do not hear parents say to their children “I will take care of you, I will protect you, I will provide and be responsible for you only within working hours.” We need to have fathers and mothers in the church who will train up strong, compassionate next generation leaders. It will require our holistic effort including our time and resources. When Gino was a college student, there was a couple in the church who became parents to him. They took care of him. Not only did they share the word of God, but their home was open for him to visit. We need to have spiritual parents if we want to train leaders. We need models within our lives and deep relationships - not just being an organization that trains leaders without any relationship at all.

As we train leaders, there will be many moments when they will frustrate or disappoint us. We're going to need a lot of patience and grace as we see the areas of their lives that need pruning and discipline.

Training leaders with deep relationship requires us to walk with them in their successes and to be with them during their difficult seasons. Be a spiritual parent and do it faithfully. But also, if you're someone who is currently being trained, be a faithful son or daughter in the Lord. Be humble, be discipled and allow your spiritual parents or leaders to shape you and train you. Have a heart that is teachable and understand that the role of spiritual parents or leaders is to take care of our souls.

2) The next thing we can learn from 2 Timothy 2:1-2 is that to achieve the vast mission of God, we need to multiply by training and equipping leaders that will have common values and principles and the same passion to make the name of Jesus famous.

Achieving the mission and vision God has given us requires that we train, equip and *release* leaders. We need to be there as they step-up, but we must be able to delegate responsibility to them and to release them, so that they may further embrace God's call upon their lives. It means giving room for others to grow, and trusting and having confidence in them.

That's going to be a challenge, because letting go of authority and allowing others to step up can make us feel threatened. We need to have a generous heart that wants others to succeed.

We need to find the balance. We mustn't be too quick in delegating responsibilities lest they become proud, and not too slow lest they become discouraged.

We must have the kind of generous heart that the Apostle Paul had, that is willing to trust, share and equip the lives of other people, so that they too will become disciple makers.